

Des Moines Area CC

Higher EA

8/15/2005

8/14/2008

A

Collective Bargaining Agreement

between

**Des Moines Area
Community College
Higher Education Association**

and

**Des Moines Area
Community College
Board of Directors**

August 15, 2005 - August 14, 2008

Revised
July 2005

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ARTICLE I RECOGNITION

Section A. Recognition Clause

The Employer hereby recognizes the Des Moines Area Community College Higher Education Association for the term of their PERB certification as the exclusive and sole bargaining agent for the bargaining unit described as follows:

INCLUDED: All full-time and regular part-time* teachers, program chairpersons, media specialists, librarians, and counselors

EXCLUDED: Department directors, supervisors, coordinators, administrators, classified staff (secretarial-clerical), support staff (paraprofessional), interim term employees, non-regular part-time faculty and all Employees defined in Section 4 of the Public Employment Relations Act, and all other employees of the Des Moines Area Community College

*Regular part-time means service during two consecutive semesters in any school year, excluding the summer semester, consisting of eight (8) or more Equivalent Credit Hours as defined by the Faculty Load Procedure

Section B. Definitions

1. The term "Employer" as used in this Agreement shall mean the Des Moines Area Community College's (merged XI) duly authorized representatives.
2. The term "Employee" as used in this Agreement shall mean all professional employees represented by the Association in the bargaining unit as defined by the Public Employment Relations Board. Full-time shall mean employees who are so designated in the Salary Classification book on file in the Human Resources Office.
3. The term "Association" as used in this Agreement shall mean the Des Moines Area Community College Higher Education Association.
4. College calendar shall mean the Board approved calendar. The Board approved calendar will designate the contractual duty days for teaching faculty.
5. Contract Grievance - Contract grievance is a claim by an employee, hereinafter to be known as the grievant, of an alleged misinterpretation or misapplication of a specific article or section of this Agreement.
6. Contractual days shall mean the total number of days a unit member is accountable to the College as indicated by his/her individual contract. Contractual days include any day on which an employee covered by this Agreement is required to carry out his/her duties, exclusive of holidays and weekends.
7. Institution Building – Activities which enhance the mission of the College, including, but not limited to, committee work, community work, student clubs, or development of new concepts that will augment the College's integration into the community.
8. Performance Appraisal - A process designed to ascertain and verify the "Satisfactory" or "Unsatisfactory" performance of faculty members. This must be accomplished annually during probationary periods and at least once each three years thereafter.

- 9 Professional days are contractual days faculty will use to prepare for teaching, professional development and/or institution building. Four professional days outside the normal teaching terms will be designated as staff development and/ or president's days. All faculty will be required to attend activities on the four days so designated. Three days will be scheduled by the administration and one will be selected by the Association.
- 10 "Seniority" is defined as the accumulated length of time an employee has fulfilled his/her duties in a position or positions listed in Article I, Section A of this Agreement
 - a Employees who have been reduced or are on authorized leaves of absence without pay shall not be deemed to have interrupted service with the college
 - b. Time spent on reduced status or authorized leaves of absence without pay shall not be counted in figuring the total accumulated length of service
 - c. For employees hired on the same day, the date the application is received in the Human Resources office shall be controlling in seniority matters

ARTICLE II

CONTRACT GRIEVANCE PROCEDURE

Section A. Definition

- A. Contract grievance is a claim by an employee, hereinafter to be known as the grievant, of an alleged misinterpretation or misapplication of a specific article or section of this Agreement

Section B. Procedures

- 1 Step One - Within fifteen (15) working days of the event (involving the grievant) giving rise to a grievance or within fifteen (15) working days from the date which the grievant should have had reasonable knowledge of the event, condition, or act, the grievant will present the grievance to the immediate supervisor. The purpose of this step is to resolve the grievance via informal, verbal discussion with the immediate supervisor.
- 2 Step Two - If the grievance cannot be resolved in Step One, the grievant may submit a written statement of grievance to the appropriate Vice President or designee with a copy to the Association and the Human Resources Office. This submission shall be within fifteen (15) working days from the date of the informal hearing. The written statement of grievance shall name the grievant, shall state the facts giving rise to the grievance, shall identify the specific section of this Agreement alleged to be violated, shall state the contention of the grievance with respect to the contract section, shall indicate the relief requested and shall be signed by the grievant. Within ten (10) working days of receipt of the written grievance, the grievant, an Association representative, the appropriate Vice President or designee shall meet and ten (10) working days thereafter the appropriate Vice President or designee shall make a decision on the grievance and file a response in writing to the grievant and the Association.
- 3 Step Three - If the grievance is not resolved in Step Two, the grievant may submit the written grievance to the President with notice to the Association. This submission shall be within five (5) working days of the written decision rendered in Step Two. Within ten (10) working days, the grievant, an Association representative, and the President (and/or designee) shall meet and the President shall ten (10) working days thereafter, render a written decision with copies to the grievant and the Association representative.
4. Step Four - If the grievance is not resolved in Step Three, the grievant and the Association will submit written notification simultaneously to the President and the American Arbitration Association within twenty (20) working days of the answer in Step Three, requesting a list of arbitrators. The arbitrator will review the grievance and render a final and binding decision. The expenses incurred by the arbitrator and any mutual fees for arbitration services will be shared equally by the Employer and the Association, but each party will pay the fees incurred in the presentation of its case. Whenever possible grievance hearings will be scheduled after 5 p.m.

Section C. Powers of the Arbitrator

1. It shall be the function of the arbitrator to make decisions in grievances of alleged misinterpretation or misapplication of specific sections of this Agreement.
2. The arbitrator's powers will be limited to the extent that he/she shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.

Section D. Time Limits

1. The failure of a grievant to act within the prescribed time limits will act as a bar to any further appeal.
2. The failure of an administrator to give a decision within the prescribed time limits shall permit the grievance to proceed to the next level
3. Any grievance not appealed within the time limits shall be deemed settled on the basis of the Employer's last answer.
4. Time limits may be extended by mutual consent of the Employer and the grievant at which time the new date shall be controlling

Section E. Separate Grievance File

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any participant

ARTICLE III SALARY SCHEDULE

Section A. Definition

The salary schedule is a system for guiding the placement of new employees, the advancement of employees based upon completion of pre-approved staff development activities, and the vertical movement of employees based upon rendering satisfactory service to the Employer. The schedule is intended to recognize that new employees have a variety of backgrounds and that employees' development can occur via college course work, industry/business training and directly related work experience.

Section B. Guidelines and Procedures for Initial Placement of New Employees

- 1 Initial placement of new employees shall be made by the Employer following evaluation of new employee's professional experience, training received in industry, college credits earned, and directly related work experience. Evidence of professional experience, training received, work experience and college credit shall be documented as the Employer requires.
- 2 The procedure for initial lane placement of new employees shall be as follows:
 - a. Step One - New employees will be placed on Lane 180 if they have, 1) a baccalaureate degree or 2) journeyman status or its equivalent
 - b. Step Two - Initial placement beyond Lane 180 may be granted for course work (beyond that credited in Step One) directly related to a new employee's assignment at the College by evaluating the course work and applying the following S D U. formula:

Number of S D U - Number of Quarter Hours x 1
Number of S D.U - Number of Semester Hours x 1.5

The number of S D.U for directly related course work to be granted (beyond Step One above) will be added to 180 S.D U

College work applicable for credit would be course work directly related to an employee's professional assignment at Des Moines Area Community College, course work contributing to a degree in a new employee's teaching field, and/or course work in education methodology and theory. Beyond the last acceptable degree to be applicable for placement, all graduate credits must be given a "B" grade (or higher) and all undergraduate credits must have been given a "C" grade (or higher).

For institutions grading on a "Satisfactory" "Unsatisfactory" or equivalent standard, the grades must be acceptable toward a degree at that university. Advanced research credit, in connection with an advanced degree, shall not be counted unless the research has been successfully completed and the degree awarded.

- c Step Three - Initial placement beyond Lane 180 may be granted for industrial/business training directly related to a new employee's assignment at the College by evaluating the industrial/business training and applying the following S D U. formula.

Number of S D.U - Number of Clock Hours In Industry/Business School – 30

The number of S D.U. for directly related industrial/ business training to be granted (beyond Step One) will be added to 180 S.D U.s Training applicable for credit shall have been sponsored by a reputable organization, conducted by a qualified trainer, guided by clear objectives in a setting appropriate to formal training and received in the past eight years. Regular meetings and conventions of associations (or societies) and meetings called by the Department of Education are not considered in computing this credit. Workshops or seminars sponsored by schools during in-service periods are also not applicable This provision applies only to new employees in the following two areas.

- 1 Career Education programs
- 2 Selected college parallel career option programs

- d Step Four - Initial placement beyond Lane 180 may be granted for work experience not credited in Step One directly related to a new employee's assignment at the College by evaluating the work experience and applying the following S.D U formula

Number of S D.U - Number of Clock Hours of Approved Work Experience ÷ 177 for First Four Years, Beyond that Credited in Step One

Work experience applicable for credit must have contributed substantially to the new development of competencies directly related to the new employee's assignment at the College, and be beyond that needed to achieve placement in Lane 180 This provision applies only to new employees in the following two areas:

- 1 Career Education programs
- 2 Selected college parallel career option programs

- e. Step Five - Computations The appropriate lane for initial placement of new employees will be determined by summing the S.D U totals determined by the Employer in Steps One through Four above In no case shall a new employee be credited with more than a combination of 45 S D.U s in Steps Three and Four.

- f S.D.U s credited for initial placement using the steps outlined above that exceed those needed for a given lane placement but insufficient to place the new employee at the next lane, shall be documented and banked for possible future use for advancement on the salary schedule as governed by the provisions of Section C in this Article as of August 15, 1996

3. The procedure for initial level placement of new employees shall be as follows:

- a Step One - The number of full years of directly related professional experience (teaching, counseling or media experience) on a regular contractual basis shall be evaluated for determining initial level placement Teaching as a graduate assistant, part-time teacher (except at D M A C C.) or student teacher shall not be counted Further, only up to a maximum of ten (10) years of professional experience may be credited.

However, credit for such experience may only be given for that experience directly related to a new employee's primary assignment at Des Moines Area Community College.

- b Step Two - The number of full years of directly related work experience, not counted earlier in the provision, initial lane placement (Article III, Section B-2) shall be evaluated for determining initial level placement. Only that work experience directly related to a new employee's assignment shall be considered. Work experience applicable for consideration must be beyond that needed to be placed on Lane 180 (earned journeyman's status or its equivalent). In any case, no more than ten (10) years of work experience may be considered for initial level placement. This provision applies only to new employees in the following two areas:
 - 1 Career Education programs
 - 2. Selected college parallel career option programs
- c Step Three - Computations The initial level placement for new employees shall be determined by summing the level credit granted by the Employer in Step One and Step Two except that no more than a combination of ten (10) years of experience may be granted. For FY '01, new employees with 0-2 years of experience shall be placed on Step 0 (Step 2 of the FY '00 salary schedule). For FY '02, new employees with 0-4 years of experience shall be placed on Step 0 (Step 4 of the FY '00 salary schedule) For FY 03, new employees with 0-5 years of experience shall be placed on Step 0 (Step 5 of the FY '00 salary schedule).

Beginning with FY '04, the level placement of a new employee shall be comparable to the level placement of an existing faculty member with equivalent years of experience, up to a maximum of 10 years of experience

In no case may a new faculty member be placed higher on the salary schedule than someone with like years of experience without a placement above schedule for a difficult to fill position

Faculty members hired for the FY '04 contract year, who began employment prior to November 1, 2003, shall not have their original level placement on the faculty salary schedule reduced even if the original placement resulted in placement on a level higher than an existing faculty member with equivalent years of experience.

- 4 The Employer may place a new employee above schedule in difficult to fill positions following a meeting with the Association to explain why placement above schedule is deemed necessary.
- 5. After initial level and lane placement of a new employee has been completed, the education, training, work experience, or other background received prior to the first date of the new employee's first individual contract, shall not be considered for advancing on the salary schedule (except for item 2f of this article)
- 6. The employer agrees to notify the President of the Association of the names of new hires represented by the Association. This shall be done within two working days following the commencement of employment.

Section C. Guidelines and Procedures for Advancement on the Salary Schedule

1. Advancement on the schedule is defined as horizontal change from one lane to another lane. Advancement will be granted upon earning staff development units (S D U) for completing pre-approved work experience, attending pre-approved training, and completing pre-approved courses
2. Procedure for advancement on the salary schedule shall be as follows:
 - a. Step One - The employee shall submit an approval form for staff development unit consideration which shall include the course work, special training, and/or directly related work experience that the employee proposes to undertake for purposes of advancement.
 - b. Step Two - The Employer shall evaluate the plan using the following guidelines.
 - 1) Consideration for Evaluating Training - In computing S D.U credit for training, only noncredit training directly related to the employee's assignment shall be considered. Training applicable for credit shall have been sponsored by a reputable organization, conducted by a qualified trainer, guided by clear objectives and in a setting appropriate to formal training. Regular meetings and conventions of associations (or societies) and meetings called by the Department of Education will not receive S.D.U credit. Workshops or seminars sponsored by the College during inservice periods are also not applicable. The following formula will be used to calculate S.D U. to be awarded upon successful completion of the pre-approved training
$$\text{Number of S D U} = \text{Number of Clock Hours in Noncredit Training} \div 30$$
 - 2) Considerations for Evaluating Work Experience - In computing S.D U. credit for work experience, only that directly related to an employee's assignment shall be considered. Work experience applicable for credit must be beyond the learning or apprenticeship period (usually 3-5 years) appropriate to a given occupation. This provision applies only to employees in career and selected para-professional programs. The following formula will be used to calculate S.D U to be awarded upon successful completion of pre-approved work experience.
$$\text{Number of S D U.} = \text{Number of Clock Hours of Approved Work Experience} \div 40$$
 - 3) Consideration for Evaluating College course work - In computing credit for college course work, course work directly related to an employee's professional assignment at Des Moines Area Community College, course work contributing to a degree in an employee's teaching field, or course work in educational methodology and theory may be credited. All graduate credits must have been given a "B" grade (or higher) and all undergraduate credits must have been given a "C" grade (or higher). For institutions grading on a "satisfactory/ unsatisfactory" or equivalent standard, the grades must be acceptable toward a degree at that university. Advanced research credit, in connection with an advanced degree, shall not be counted unless the research has been successfully completed and the degree awarded (S.D.U. shall not be granted for any course work, industry schools or work experience completed or in progress before June 1, 1975) The following formula will be used to calculate S D U to be awarded upon successful completion of pre-approved college coursework.

Number of S.D.U. - Number of Quarter Hours x 1
Number of S.D.U. - Number of Semester Hours x 1.5

- c. Step Three - The Employer may approve, disapprove, or modify the proposed individual staff development plan and notify the employee in writing within twenty (20) working days from the date of receipt by Human Resources.
- d. Step Four - The employee may execute the approved plan, and upon satisfactory completion is responsible for presenting evidence of completing the development activity to the Human Resources Office. Work experience hours must be documented by letters from former employers. Training must be documented by certificates of completion and/or letters from the trainer which should specify the number of clock hours completed or other evidence judged adequate by the Employer. Evidence of earned college credit must be in the form of official transcripts which bear the signature and seal of the college registrar.
- e. Step Five - Advancement on the schedule by the employee shall be executed only once a year at the beginning of the contract year. The beginning of fall semester of each year is the deadline for any employee who is seeking advancement to present evidence (the approval for any activity and evidence of completion) to the Human Resources Office. The responsibility for initiating advancement action is solely that of each employee. S D U. credit will not be awarded for activities for which the College has paid any expenses, tuition, fees, travel, lodging or meals.

Section D. Guidelines and Procedures for Movement on the Schedule

1. Movement on the schedule is defined as vertical change from one level to another level
2. Employees will progress one full level (1.0) as they complete each fiscal year of service to the College until they reach the top of their lane.
3. Part-time employees will progress one full level (1.0) as they complete each fiscal year of service to the College until they reach the top of their lane. However, when a part-time employee is employed on a full-time basis, he/she will be placed on a level consistent with the number of full years of Des Moines Area Community College experience which he/she has accumulated by summing the total part-time experience completed.
4. Movement on the schedule will be made annually (until an employee reaches maximum) by the Employer at the effective date of the employee's individual contract. An employee hired during the contract year or an employee who for some period of the contract year has been on leave of absence without pay, shall be eligible for movement of one (1) full level if such employee has been on duty for six (6) months or more and worked more than half-time during the contract year. Employees in the two categories above shall be eligible for movement one-half (1/2) level if they have worked half-time or less or have been on duty during less than six (6) months of the contract year. An employee who is not on duty during the contract year or starts employment after the spring term shall receive no level movement for the subsequent year.

Section E. Salary Schedule Interpolation

Salary schedule interpolation from nine (9) month contracts to twelve (12) month contracts will be made by multiplying the nine (9) month schedule salary by 1.275.

Section F. Salary Schedule Format

The index formula for the salary schedule is 4.57% of the generator base between full levels and between lanes as indicated in the attached schedules.

Section G. Longevity Pay

Employees off the salary schedule will receive an across the board increase of 2.93% in FY 06

ARTICLE IV FRINGE BENEFITS

Section A. Insurance Benefits

1. Term Life Insurance

On behalf of the employees, the Employer will participate in and pay all premiums for a double-indemnity group insurance program providing coverage in the amount of two times employee's individually contracted salary rounded to the nearest thousand, subject to the terms and conditions of the group contract with the insurer selected by the Employer.

2. Disability Insurance

The Employer shall participate in and pay all premiums for a long-term disability insurance program. The program shall have a ninety (90) day waiting period and shall pay sixty (60) percent of the monthly salary. Eligibility shall be subject to the terms and conditions of the group's contract and the carrier selected by the Employer.

3. Medical Insurance

The Employer shall purchase group medical insurance coverage. For employees who elect individual coverage under the medical group health plan, the Employer shall pay the full monthly premium. For those part-time Regular employees who elect family coverage, the Employer shall pay an amount over and above the single premium prorated on the basis of the length of their individual contracts. The full single and family premium rates for the group medical insurance plans shall be as recommended by the Benefits Committee and approved by the College and the Association. The employer paid percentage share of the family rate shall be the same for FY's 2006 - 2008 as it was for FY 2005.

4. Salary Reduction Health Insurance Premium(s)

An employee may elect to reduce his/her taxable salary by an amount equal to the employee's share of the family medical and dental premiums. Election to participate in this program may be made at the time of initial sign up for insurances, during the open enrollment coinciding with the anniversary date of the plan, or as dictated by the carriers. This option is limited to the College's medical and dental group insurance plans only.

5. Salary Reduction Dependent Care

Effective January 1, 1997, an eligible employee may elect to set aside dollars for Dependent Care expenses as defined by federal law. This will allow the employee to reduce his/her taxable income by the amount he/she determines will be needed for Dependent Care expenses during the year.

6. Workers' Compensation

Each employee shall be covered by Workers' Compensation paid for by the Employer. Sick leave benefits paid to the employee shall be integrated with Workers' Compensation benefits paid, so that the total dollars received by the employee shall not exceed one hundred (100) percent of the employee's individually contracted base salary.

7 Optional Employee/Spouse Life Insurance

An employee may elect to purchase optional life insurance in the increments allowed by the carrier. To be eligible, employees must provide evidence of insurability as required by the carrier. The insurance may be purchased for the employee and/or spouse.

8 Optional Dependent Life Insurance

An employee may elect to purchase optional dependent life insurance for his or her spouse and eligible dependent children. The optional insurance may be purchased in units. The first unit provides \$10,000 coverage for the spouse and \$5,000 for each dependent child without evidence of insurability. Two additional units of \$10,000 and \$5,000 may be purchased with proof of insurability.

An employee will not be eligible to purchase this coverage if he or she is covered as a dependent under another College employee's policy.

9. Optional Long Term Care Insurance

An eligible employee may elect to purchase optional long term care insurance for him/herself, spouse, or parents. The plan shall be available to new employees without proof of insurability and to other employees, spouses, and parents with simplified underwriting. Cost of insurance will vary by age and level of coverage selected.

10. Dental Insurance

The Employer shall purchase dental coverage. The Employer shall contribute the cost of a single employee premium. Employees who are eligible and elect dependent coverage shall pay the cost of the additional premium.

11. General Provisions

Life, disability, and medical insurance coverage for a newly hired covered employee shall be effective the first of the month following the month of hire.

Section B. Leaves of Absence

1 Sick Leave

All full-time employees, after the effective date of the contract and having reported for duty, will accrue fifteen (15) days sick leave for personal illness or injury with full pay at the rate of one and one-fourth (1 1/4) days per month. The sick leave provisions only apply to personal illness or injury including that caused by illness of a member of the immediate family. Immediate family shall mean spouse, children (including step-children), and parent (including step-parent). Unused days shall be cumulative to a maximum of one hundred (100) days. An employee who begins the fiscal year with one hundred (100) days accumulation will not be credited with less than one hundred (100) days unless such employee uses more than fifteen days during the fiscal year.

A statement from a doctor of the employee's choice is required for absences due to illness beyond four (4) working days. However, in determining sick or disabled status, the Employer, at Employer expense, reserves the right to require examination by a doctor selected by the Employer. Sick leave for employees working at least one-half time, but less than full-time, shall be prorated by a ratio based upon their individual contract. Sick leave will

be integrated with Disability and Workers' Compensation so that the total dollars received by the employee shall not exceed one hundred (100) percent of the employee's individually contracted base salary.

2. Bereavement Leave

All full-time employees after the effective date of the contract and having reported for duty, may be granted up to five (5) working days of leave annually at full pay to be used upon approval of the Employer, for attendance at funerals

Such leave will not be cumulative. Such leave for employees working at least one-half time, but less than full-time, shall be prorated by a ratio based upon their individual contract

3. Personal Business Leave

A full-time 9 month employee may be granted two (2) days for personal business leave each contract year. One day may carry over to the next year for a maximum of three (3) days in any one contract year. A full-time 9 month employee with a full-time summer teaching load shall receive a third personal business day to be used by the end of the contract year. The third personal business day may not be carried over into the next contract year. A faculty member may not be granted more than three (3) personal business days in a contract year.

A full-time 12-month employee may be granted three (3) days (non-cumulative) for personal business leave each contract year

To be eligible for such leave, the employee shall have written approval from his/her supervising administrator. Personal business leave may be granted for any contractual day except those designated as a staff development or President's Days. Such leave for employees working at least one-half, but less than full-time, shall be prorated by a ratio based upon their individual contract.

4. Jury Duty

When an employee is required to serve on a jury, the absence from work for this reason will be excused without loss of pay. The jury duty pay received by the employee must be turned into the Business Office or an equivalent amount deducted from the regular monthly wage. Employees are expected to report back to their working assignment during a normal work day when their presence is not required by the court

5. Military Leave

Employees who are members of the National Guard, or any organized reserve of the Army, Navy, Marine Corps, Coast Guard, or Air Force which require periods of training are permitted to be absent from work for the purpose of receiving military training when ordered by proper authority to active state or federal service. The first 30 work days shall be paid.

6. Leave of Absence Without Pay

With the President's approval, a leave of absence without pay, not to exceed twelve (12) months, may be granted to full-time employees or regular contract part-time employees with at least three (3) consecutive years with the College for purposes of professional development. Further, full-time and regular part-time employees with special personal or medical problems may be granted leave without pay not to exceed twelve (12) months. An employee desiring a leave of absence should make written application at least three (3) months prior to

the time leave is to begin. For leaves of more than four (4) months duration, ninety (90) days prior (thirty (30) days prior in the case of shorter leaves) to the time of leave termination the employee shall notify the President in writing of his/her interest in returning. If notification does not occur, it shall be assumed that no return is planned.

The Employer, in granting a leave of absence, implies that it will return the employee to a position which in the determination of the Employer is the same or similar to that in which the employee formerly served if a vacancy exists for which he/she is qualified.

The Employer will permit the employee to continue participation in the insurance programs at his/her own expense for a period of up to twelve (12) months, where so provided by such insurance policies and to the extent so provided, except when he/she enters other employment for pay during the leave. Upon return to employment, the accrued sick leave and experience credits earned prior to the leave shall be credited to the employee.

7. Family and Medical Leave Act

All Regular employees completing one year of employment with the College will be granted up to a maximum of twelve workweeks per fiscal year of paid and/or unpaid, job-protected leave for the birth, adoption, or placement of a child for foster care; their own, or a family member's serious health condition.

Section C. Vacations and Holidays for Non-Teaching Faculty (Counselors and Librarians)

Teaching faculty are not governed by Section C of this article.

1. Non-teaching faculty (Counselors and Librarians) will work all assigned duty days exclusive of holidays and weekends unless the Employer has approved a leave.
2. Vacation shall be accrued on a monthly basis at a rate of 2.08 days per month. The vacation year shall start July 1 and end June 30. Vacation will accrue in any month in which the employee started before the fifteenth day of the month. Vacation may be used in the month following accrual.
 - a. When the college is closed between Christmas and New Year's Day holidays, no vacation leave is required.
 - b. A maximum of one year's accumulated vacation may be carried over from one fiscal year to the next. Any leave in excess of this will be forfeited June 30th.
3. Non-teaching faculty are entitled to the following days off with pay if such day falls on one of his/her assigned duty days:
 - 1) New Years Day. (January 1)
 - 2) Martin Luther King's Birthday
 - 3) Memorial Day. (Last Monday in May)
 - 4) Independence Day (July 4)
 - 5) Labor Day (First Monday in September)
 - 6) Thanksgiving Day (Fourth Thursday in November)
 - 7) Friday after Thanksgiving
 - 8) Christmas Day (December 25)
 - 9) Two days to be assigned at Christmas by the Board

A holiday falling on a Saturday or a Sunday shall be observed on the Friday or Monday respectively

Section D. Vacation and Holidays for Teaching Faculty on 261 Day Contracts

1. Teaching faculty on 261 day contracts shall have the holidays listed above, Section C, paragraph 3
2. Vacation shall be accrued at a rate of 13.33 hours per month. The vacation year shall begin July 1 and end June 30. Vacation will accrue in any month in which the employee started before the fifteenth day of the month. Vacation may be used in the month following accrual.

Faculty members on twelve month contracts who are transitioning to a 261 day contract may draw ahead up to ten days on their vacation during their first year of the 261 day contract. This vacation may be used between the end of the Summer term and the beginning of the Fall term during the transition year.

3. A maximum of one year's accumulated vacation may be carried over from one fiscal year to the next. Any leave in excess of this will be forfeited June 30, unless the college has denied the employee taking vacation, in which case the employee shall be paid for unused vacation at the employee's per-diem rate.

ARTICLE V TRAVEL EXPENSE

Section A.

Upon approval by those representatives of the Employer listed on the expense report form, those employees requested by the Employer to use their personal automobile in completion of work assignments will be reimbursed by the Employer at the standard mileage rate as determined by the IRS or as per Board policy. The Employer shall not reimburse the employee for mileage required to commute to and from their residence and primary place of assignment. The standard mileages on file in the Business Office will be used to compute mileage.

ARTICLE VI DUES DEDUCTION

Section A.

1. The Association agrees to acquire and distribute to its members an authorization form advising the member that dues deduction is voluntary on the member's part and that the member also may terminate the dues deduction by notifying the Human Resources Office on the appropriate form provided by the Association
2. Deductions shall include only the regular uniform monthly amounts each employee pays as dues but shall not include initiation fees, special assessments, back dues, fines, or similar items.
3. Deduction shall only be made following presentation by the employee of a signed dues deduction authorization form presented to the Human Resources Office.
4. Pursuant to a deduction authorization, the Human Resources Office shall deduct one twentieth (1/20) of total dues from the September through June regular salary checks of the employee. The Human Resources Office will transmit to the Association the total deduction of dues once a month
5. The Association agrees to indemnify and hold harmless the Board, each individual Board member, and all administrators against any and all claims, costs, suits, or other forms of liability and all court costs arising out of the application of the provisions of this Agreement.

ARTICLE VII SAFETY

Section A. Responsibilities

The Employer shall endeavor to provide and maintain a safe place of employment. Employees shall endeavor in the course of performing professional duties associated with their employment to be alert to unsafe practices, equipment or conditions and report these to their immediate supervisor.

Section B. Referral

If the problem cannot be informally corrected by the immediate supervisor and the employee, it shall be processed under the grievance procedure.

ARTICLE VIII VOLUNTARY TRANSFER

Section A. Definition

A transfer is the permanent full-time movement of an employee to and from a unit position as described in Article I, Section A and to a department and/or campus other than that to which he/she is currently assigned

Section B. Procedure

- 1 Job announcements for unit vacancies which the Employer determines to fill will be posted at conspicuous locations on each campus. Each announcement shall indicate the final date for receiving applications.
- 2 An employee, to be considered for a vacant position, must file a written statement requesting a transfer, listing his/her current position, and indicating the specific vacant position for which he/she wishes to be considered. Applications for transfer must be received on or before the posted closing date for receiving applications.
- 3 In making a determination upon personnel to fill a vacancy, the Employer will choose among all applicants based upon ability, qualifications and seniority.

Seniority shall be a factor, but not an overriding factor, when dealing with outside applicants. However, when the choice is between two or more employees who are judged by the Employer to have equal ability and qualifications, then seniority shall be the controlling factor in the voluntary transfer.

- 4 The Employer will inform the employee in writing of the approval or denial of his/her transfer request and will meet, upon the employee's request, to discuss the matter. Such notification shall be made within thirty (30) calendar days of the Board action filling such position.

ARTICLE IX INVOLUNTARY TRANSFER

Section A. Definition

A transfer is the permanent full-time movement of an employee to and from a unit position as described in Article I, Section A and to a department and/or campus other than that to which he/she is currently assigned.

Section B. Procedures

- 1 Incumbent unit members who, in the judgment of the Employer, possess qualifications equal to other applicants, and who have in writing requested to be transferred to unit positions, will be considered before an involuntary transfer is initiated
- 2 The Employer will designate the department and campus where a transfer is required
- 3 The Employer will inform the Association that a transfer is necessary and set a date to meet and discuss such transfer with the Association. The Association may present views and recommendations to the Employer at the meeting arranged for that purpose
4. The Employer will consider the recommendations made and will determine the department or campus to which employees shall be transferred, those employees who shall be transferred, and the date upon which such transfer shall become effective
5. The Employer will inform, in writing, the employee(s) who will be transferred and, upon request, will meet with an employee to discuss the transfer.
6. Generally, the Employer will give the transferee thirty (30) calendar days notice in advance of the effective transfer date, except when the Employer determines that due to an emergency, a transfer must be effected immediately

**ARTICLE X
EMPLOYEE REDUCTION
IN FORCE PROCEDURE**

Section A. Procedure

- 1 The Employer shall designate the program(s) where an employee reduction in force is necessary. The Employer shall first accomplish such reduction by not replacing employees in the designated programs who voluntarily resign or who retire.
2. In the event reduction in staff within the designated programs cannot be completed through resignation or retirement, the Employer agrees to notify the Association in advance of reduction in force at which time the Association may make its views and recommendations known concerning implementation of employee reduction in force.
- 3 The Employer will determine the employees, within designated program(s), to be laid off based upon a) competency as determined by the Evaluation Procedure, b) endorsements and licensure* , and c) seniority. Seniority shall be the controlling factor in the lay off within the designated program(s) after the Employer has judged "a" and "b" to be equal
- 4 If the Employer decides to fill a vacant position, the Employer will determine the employee(s) to be recalled from those responding to the College posting based upon the three (3) factors listed in A (3) above. Where "a" and "b" are judged by the Employer to be equal, seniority shall be the controlling factor in recall.

An employee on lay off will also be considered for recall to position(s) where he/she has satisfactorily performed in the past at the College. The Employer will use the procedure in the preceding paragraph. However, if the final choice is between an employee laid off from the vacant position and an employee who performed satisfactorily in the position in the past, the employee laid off from that position will have preference.

Recalled employees shall retain all sick leave accrued prior to the date of reduction. Upon written request of the employee, the Employer will consider recall until one of the following events occurs.

- a. A one (1) year lapse from the date of reduction
- b. The employee obtains other employment comparable in salary
- c. The employee's certification is lapsed
- d. The employee waives recall in writing

*In unusual circumstances where the reduction entails combining of programs, the Employer will also consider educational training, teaching and work experience along with endorsements and licensure.

ARTICLE XI SUPPLEMENTAL PAY

Section A. Staff Attendance - College Sponsored Courses

With the approval of his/her immediate supervisor, all Regular faculty who are employed half-time or more are eligible to participate in this program

Des Moines Area Community College will pay tuition, and where applicable, service and activity fees for DMACC-sponsored credit and non-credit courses offered on the DMACC Campuses and taken outside of normal working hours. Additionally, in non-credit classes, other fees related to instruction will also be paid by the College. All other fees and book costs are the responsibility of the employee. No more than two credit courses or 90 hours of seminars or workshops may be taken under this provision during any given semester

Staff taking courses under this provision are expected to achieve a C grade or better in credit courses or a mark of P (Passing) in non-credit courses. Evidence of successful completion must be provided upon completion of the course. Failure to meet this standard will result in the employee being billed for all tuition and fees related to that course that were previously paid by the Board

In order to ensure that preference will be given to tuition paying students, the following conditions must be met

1. Des Moines Area Community College staff must register during the late registration period
2. There must be an adequate number of tuition paying students to justify the course operating.
3. The class must have space available after all tuition paying students have enrolled.

Courses, seminars, and workshops taken under this policy cannot be applied to S D U lane movement

The cross enrollment program with Drake University and Grandview College is excluded from this policy

Section B. Coaching Duties

Release time in lieu of compensatory pay for coaching responsibilities will be the Employer's first consideration. Release time shall be awarded at the following rate:

- 1 Four (4) ECHs of release time for coaching drama productions.
2. Four (4) ECHs of release time for coaching athletic activities

In the event the Employer finds that release time for such duties is not possible or practical, coaching responsibilities shall be compensated at the following rates:

- 1 Drama Coach - \$4,000.00 extra duty pay per semester having drama productions
2. Athletic Coach - \$5,000.00 extra duty pay per fiscal year per varsity sport.

Section C. Payment of Overloads

The Des Moines Area Community College and the Des Moines Area Community College Higher Education Association hereby agree that the following rates will be paid on overload:

1 Rates

Current Tuition Rate per credit - Independent Study
\$575.00 per ECH - 000 – 500 Level Courses for FY06 and subsequent years*
Up to \$765.00 per ECH – 600 Level
\$21.05 per hour - Counselors/Librarians

2. For faculty with standard contracts, a full load will be 15-16 ECH's in Fall or Spring term (or 10-11 ECH's in Summer term). Overload will occur when an employee exceeds 16 ECH's (or 11 in Summer term).

When overload occurs, Instructors will be paid overload for any ECH's in excess of 15 (or 10 in Summer term). Counselors and Librarians will be paid overload for any ECH's in excess of 16 (or 11 in Summer term).

*Selected 500 level computer applications courses will be up to \$600.00 per ECH

Section D. Travel Pay

Teaching faculty members governed by this contract who are given a teaching assignment of a regular class (lecture/lab) at a campus other than the one to which he/she is regularly assigned will be paid for travel time on the following basis:

| | |
|---------------------------|----------------------------|
| Distance < 25-mile radius | No payment |
| Distance > 25-mile radius | \$.30/mile for travel time |

Section E. ICN

An employee who agrees to teach on the ICN for the first time shall attend a specific training program on ICN teaching techniques. Compensation for the training and course adaptation time will be a one-time fee of \$400. Subsequent teaching on the ICN at the rate of \$70.00 per credit hour.

All teaching on the ICN shall be voluntary.

Section F. Pay for On-Line Teaching

\$100.00 per ECH for the first time a course is taught on-line
\$90.00 per ECH for the second time a course is taught on line
\$70.00 per ECH for the third and subsequent times course is taught on-line

Employees will be paid \$50.00 an hour for training to teach on-line courses

ARTICLE XII EVALUATION PROCEDURE

Section A. Faculty Performance Appraisal: Procedure Goals

The Faculty Performance Appraisal procedure is designed to serve as a two-phased function which can best be treated as two separate processes. The processes can be defined as follows:

1. Performance Appraisal - A process designed to ascertain and verify the "Satisfactory" or "Unsatisfactory" performance of faculty members. This must be accomplished annually during probationary periods and at least once each three years thereafter.
2. Professional Assessment - A process designed to aid faculty members in their professional growth and development. This is a continuous process.

Section B. Evaluators and Faculty Orientation

Departmental deans or immediate supervisors shall conduct the Faculty Performance Appraisal. Upon employment, the dean or immediate supervisor shall advise the faculty members of the Faculty Performance Appraisal procedures and criteria to be used.

Section C. Sources

In addition to the Faculty Performance Appraisal Instrument, sources may include:

1. Discussions with faculty member(s)
2. Positive and/or negative comments by relevant third parties. Negative comments shall be investigated by the supervisor. The faculty member will be notified before such material is placed in his/her file. The faculty member may make a written response to any such material placed in his/her file.
3. Classroom visits by dean/supervisor
4. Student evaluations may be required and used for any purpose with regard to a probationary employee. Student evaluations may be required but will only be used for improvement of instruction for a non-probationary faculty member.
5. Relevant activities by faculty member (e.g., institution building, presentations, course syllabi, publications, professional associations)

Section D. Time and Frequency

Full Status Faculty. Must have a minimum of one appraisal conference using the Faculty Performance Appraisal Instrument during each three year evaluation cycle. During the last such conference, the dean/supervisor must review the Faculty Performance Appraisal results with the faculty member and must include the background of the overall rating of "Satisfactory or Unsatisfactory."

Probationary Faculty. Will be appraised in an intensive and continuing fashion. Deans/supervisors will be responsible for conducting no fewer than two formal performance appraisal conferences before March 30 each contract year. By the end of the final conference,

the dean/supervisor must review the Faculty Performance Appraisal results and indicate a recommendation to retain or not to retain the employee.

Section E. Criteria Ratings

The criteria in the Faculty Performance Appraisal Instrument will be given a rating of one of three categories, defined as follows:

- 1 Performs Well: Indicates the appraiser's judgment of performance on any given item to be at or above the expected level. This, of course, still leaves room for improvement of one's skills and performance
- 2 Needs Improvement: Indicates the appraiser's judgment that performance on an item is below expectations. The appraiser may choose to deal with this deficiency on an informal basis, or may initiate a remedial action plan to remedy the problem within a specified period of time. Both parties should agree upon the method and objectives of the plan. If no agreement can be reached, the appraiser shall impose a plan.
- 3 Not Applicable: Indicates the appraiser's judgment that this item is not appropriate for a faculty member's performance review, e.g., certified counselor or librarian rather than a classroom teacher

Section F. Employee Overall Rating

In addition to rating individual performance criteria, the appraiser must also rate the overall performance of a faculty member by March 30 as being:

1. Satisfactory, or
2. Unsatisfactory

Satisfactory Rating The dean/supervisor and faculty will discuss the latter's strengths and weaknesses, goals and plans for improvement, and related matters, both throughout the year and at the final appraisal meeting, on or before March 30. A dean/supervisor could indicate "Needs Improvement" on some of the individual criteria items and still rate the employee's overall performance as "Satisfactory."

As long as the faculty member's overall job performance is judged satisfactory, he/she will be recommended for another contract with all raises and benefits specified by the Collective Bargaining Agreement.

Unsatisfactory Rating If the dean/supervisor marks "Unsatisfactory" on the Faculty Performance Appraisal Instrument, it means that the faculty member is below College standards in overall performance. A rating of "Unsatisfactory" usually occurs only after informal resolution of problems has failed.

Both parties must sign the Faculty Performance Appraisal Instrument. This does not indicate employee agreement with the appraisal, but simply acknowledges awareness of the "Satisfactory" or "Unsatisfactory" rating. It will then be forwarded to the College's District Human Resources Office file.

Upon awarding an "Unsatisfactory" rating, the administrator must place the faculty member on Warning Status and initiate a formal remediation plan, preferably with mutual agreement upon goals. If not, the administrator shall impose a plan.

Warning Status Faculty It is required that Warning Status Faculty be appraised with the same stringency as are probationary employees, i.e., in an intensive and continuing fashion. Deans/supervisors will be responsible for conducting no fewer than two formal performance appraisal conferences before March 30 each contract year. However, because of the serious nature of this status, the dean/supervisor will determine the number of appraisals needed to remedy the problem(s). All related documentation must be forwarded to the College's District Human Resources file, with written notice to the faculty member. By the end of the final conference, the dean/supervisor must review the Faculty Performance Appraisal results and forward a recommendation whether to rescind or continue the employee on Warning Status. If the faculty member is removed from Warning Status, the dean/supervisor will notify the individual and the District Human Resources Office of the action.

Note The duration of Warning Status shall be limited to the date of March 15th in the subsequent year. The notice of Warning Status will be expunged from the employee's file two years after the notice has been rescinded.

Section G. Records and File System

Recordkeeping is a necessary part of the evaluation process. It formally documents vital information flow and performance reviews. Specifically, for the Faculty Performance Evaluations System, one official file will exist, the College Human Resources File.

This file will contain all formal evaluative records, such as Faculty Performance Appraisal results, Notices of Warning Status and documentation, internal and external recommendations, and records and represents the Official College file. When an administrator introduces any evaluation material to the College files, the affected faculty member must receive a written, dated notice of same.

These records are accessible to appropriate supervisors and the employee, and are located in the College's District Human Resources Office.

Section H. Faculty Right to Due Process

A faculty member may respond to any findings of the dean/supervisor resulting from the annual or final summative evaluation.

Due process may occur at either or both of the following levels:

1. Rebuttal: Performance Appraisal Instrument

The faculty member may rebut the findings of the dean/supervisor resulting from the annual or final summative evaluation. Provision for written rebuttal is to be found on the Faculty Performance Appraisal Instrument, which is signed by both parties and forwarded to the College Human Resources file.

2. Administrative Appeal: Dean/Vice President

If the faculty member is placed on Warning Status and the dean cannot resolve the conflict, he/she may appeal to the Senior Vice President, Academic Affairs.

All pertinent documentation coming forth during the appeal process should be recorded in the College Human Resources file.

Section I. Resolution of Remedial Action and Continuance of Probation

One or more of the following actions must be taken prior to March 30 of each year:

1. Restoration of the judgment from "Unsatisfactory" to "Satisfactory" on a subsequent appraisal.
2. Deletion or continuance of remedial action plan and/or Warning Status into the next academic year
3. Recommendation of continuance of contract for a Probationary Status Faculty employee.
4. Recommendation of termination of contract.

Whichever administrative actions are taken, written notice will be forwarded to the College's District Human Resources file, with a copy available to the affected faculty member.

Section J. Chapter 279 of Iowa Code

Nothing in this article is intended to be in derogation of faculty members' rights under Chapter 279 of the Iowa Code

**ARTICLE XIII
COMPLIANCE AND DURATION**

Section A.

This agreement shall remain in force and effect from August 15, 2005, until midnight August 14, 2008. Any adjustments in salary and fringe benefits will be effective the first full pay period of each new school year. The negotiation team will meet to determine distribution between salary and insurance for the 5.25% negotiated package for FY 07 and for the 5.1% negotiated package for FY08. The bargaining agreement may be reopened in FY07 and/or FY08 for benefits and wages if the health insurance premium increase is more than the FY06 premium percentage increase. For FY09, both parties may open one article in addition to salary and Article IV, Section A, Insurance Benefits.

Section B.

This agreement shall automatically continue in force and effect for subsequent contract periods unless either party to the Agreement gives the other party written notice to terminate, amend, or modify such Agreement no less than 180 calendar days prior to the Employer certified budget submission date.

Section C.

This agreement constitutes the entire and complete agreement on articles contained within this document for the term and supersedes all previous agreements. Any amendment supplemental hereto shall not be binding on either party unless executed in writing by both parties. Neither party waives any Section of the **Code of Iowa**, Chapter 20, by virtue of this section. Any alleged violation of Chapter 20 shall not be subject to Article II Grievance Procedure, but shall be resolved through application of procedures provided for in **Code of Iowa**, Chapter 20.

Section D.

This agreement will be administered in such a manner as to maintain the principles of non-discrimination outlined in DMACC's Affirmative Action Plan.

Section E.

In the event that any article, section or portion of this Agreement is found to be contrary to state or federal law, then such article, section or portion shall be of no force and effect, but the remainder of this Agreement shall continue in full force and effect.

Section F.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective chief negotiators and their signature placed thereon, on this ____ day of _____

BY _____
FOR THE ASSOCIATION

BY _____
FOR THE BOARD

FY06 9 Month Faculty Salary Schedule
Generator \$28,130

| | 180 | 203 | 225 | 248 | 270 | 293 | 315 |
|------|--------|--------|--------|--------|--------|--------|--------|
| 0.0 | 31,987 | 33,272 | 34,558 | 35,843 | 37,129 | 38,414 | 39,700 |
| 0.5 | 32,629 | 33,915 | 35,200 | 36,486 | 37,772 | 39,057 | 40,343 |
| 1.0 | 33,272 | 34,558 | 35,843 | 37,129 | 38,414 | 39,700 | 40,985 |
| 1.5 | 33,915 | 35,200 | 36,486 | 37,772 | 39,057 | 40,343 | 41,628 |
| 2.0 | 34,558 | 35,843 | 37,129 | 38,414 | 39,700 | 40,985 | 42,271 |
| 2.5 | 35,200 | 36,486 | 37,772 | 39,057 | 40,343 | 41,628 | 42,914 |
| 3.0 | 35,843 | 37,129 | 38,414 | 39,700 | 40,985 | 42,271 | 43,556 |
| 3.5 | 36,486 | 37,772 | 39,057 | 40,343 | 41,628 | 42,914 | 44,199 |
| 4.0 | 37,129 | 38,414 | 39,700 | 40,985 | 42,271 | 43,556 | 44,842 |
| 4.5 | 37,772 | 39,057 | 40,343 | 41,628 | 42,914 | 44,199 | 45,485 |
| 5.0 | 38,414 | 39,700 | 40,985 | 42,271 | 43,556 | 44,842 | 46,128 |
| 5.5 | 39,057 | 40,343 | 41,628 | 42,914 | 44,199 | 45,485 | 46,770 |
| 6.0 | 39,700 | 40,985 | 42,271 | 43,556 | 44,842 | 46,128 | 47,413 |
| 6.5 | 40,343 | 41,628 | 42,914 | 44,199 | 45,485 | 46,770 | 48,056 |
| 7.0 | 40,985 | 42,271 | 43,556 | 44,842 | 46,128 | 47,413 | 48,699 |
| 7.5 | 41,628 | 42,914 | 44,199 | 45,485 | 46,770 | 48,056 | 49,341 |
| 8.0 | 42,271 | 43,556 | 44,842 | 46,128 | 47,413 | 48,699 | 49,984 |
| 8.5 | 42,914 | 44,199 | 45,485 | 46,770 | 48,056 | 49,341 | 50,627 |
| 9.0 | 43,556 | 44,842 | 46,128 | 47,413 | 48,699 | 49,984 | 51,270 |
| 9.5 | 44,199 | 45,485 | 46,770 | 48,056 | 49,341 | 50,627 | 51,913 |
| 10.0 | 44,842 | 46,128 | 47,413 | 48,699 | 49,984 | 51,270 | 52,555 |
| 10.5 | 45,485 | 46,770 | 48,056 | 49,341 | 50,627 | 51,913 | 53,198 |
| 11.0 | 46,128 | 47,413 | 48,699 | 49,984 | 51,270 | 52,555 | 53,841 |
| 11.5 | 46,770 | 48,056 | 49,341 | 50,627 | 51,913 | 53,198 | 54,484 |
| 12.0 | 47,413 | 48,699 | 49,984 | 51,270 | 52,555 | 53,841 | 55,126 |

FY06 12 Month Faculty Salary Schedule
Generator \$28,130

| | 180 | 203 | 225 | 248 | 270 | 293 | 315 |
|------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 0 0 | 40,783 00 | 42,422 00 | 44,061 00 | 45,700 00 | 47,339 00 | 48,978 00 | 50,617 00 |
| 0 5 | 41,602 00 | 43,242 00 | 44,881 00 | 46,520 00 | 48,159 00 | 49,798 00 | 51,437.00 |
| 1 0 | 42,422.00 | 44,061 00 | 45,700 00 | 47,339 00 | 48,978 00 | 50,617 00 | 52,256 00 |
| 1 5 | 43,242 00 | 44,881 00 | 46,520 00 | 48,159 00 | 49,798 00 | 51,437 00 | 53,076 00 |
| 2.0 | 44,061 00 | 45,700 00 | 47,339 00 | 48,978 00 | 50,617 00 | 52,256 00 | 53,895 00 |
| 2 5 | 44,881 00 | 46,520.00 | 48,159 00 | 49,798 00 | 51,437 00 | 53,076 00 | 54,715 00 |
| 3 0 | 45,700 00 | 47,339 00 | 48,978 00 | 50,617 00 | 52,256 00 | 53,895 00 | 55,535 00 |
| 3 5 | 46,520 00 | 48,159 00 | 49,798 00 | 51,437.00 | 53,076 00 | 54,715 00 | 56,354 00 |
| 4 0 | 47,339 00 | 48,978 00 | 50,617 00 | 52,256 00 | 53,895 00 | 55,535 00 | 57,174 00 |
| 4 5 | 48,159 00 | 49,798 00 | 51,437 00 | 53,076.00 | 54,715 00 | 56,354 00 | 57,993 00 |
| 5 0 | 48,978 00 | 50,617 00 | 52,256 00 | 53,895 00 | 55,535 00 | 57,174 00 | 58,813 00 |
| 5 5 | 49,798 00 | 51,437 00 | 53,076 00 | 54,715 00 | 56,354.00 | 57,993 00 | 59,632.00 |
| 6 0 | 50,617 00 | 52,256 00 | 53,895 00 | 55,535 00 | 57,174 00 | 58,813 00 | 60,452 00 |
| 6.5 | 51,437 00 | 53,076 00 | 54,715 00 | 56,354 00 | 57,993 00 | 59,632 00 | 61,271 00 |
| 7 0 | 52,256.00 | 53,895 00 | 55,535 00 | 57,174 00 | 58,813 00 | 60,452 00 | 62,091 00 |
| 7 5 | 53,076 00 | 54,715 00 | 56,354 00 | 57,993.00 | 59,632.00 | 61,271.00 | 62,910 00 |
| 8 0 | 53,895 00 | 55,535 00 | 57,174 00 | 58,813 00 | 60,452 00 | 62,091 00 | 63,730 00 |
| 8 5 | 54,715 00 | 56,354 00 | 57,993 00 | 59,632 00 | 61,271 00 | 62,910.00 | 64,549 00 |
| 9 0 | 55,535 00 | 57,174 00 | 58,813.00 | 60,452 00 | 62,091 00 | 63,730 00 | 65,369.00 |
| 9 5 | 56,354 00 | 57,993.00 | 59,632.00 | 61,271 00 | 62,910 00 | 64,549 00 | 66,188 00 |
| 10 0 | 57,174 00 | 58,813 00 | 60,452 00 | 62,091 00 | 63,730 00 | 65,369 00 | 67,008 00 |
| 10.5 | 57,993 00 | 59,632 00 | 61,271 00 | 62,910 00 | 64,549 00 | 66,188.00 | 67,828 00 |
| 11 0 | 58,813 00 | 60,452 00 | 62,091 00 | 63,730 00 | 65,369 00 | 67,008 00 | 68,647 00 |
| 11.5 | 59,632 00 | 61,271 00 | 62,910 00 | 64,549 00 | 66,188 00 | 67,828 00 | 69,467 00 |
| 12 0 | 60,452.00 | 62,091 00 | 63,730 00 | 65,369 00 | 67,008 00 | 68,647 00 | 70,286 00 |

FY06 12+ Month Faculty Salary Schedule
Generator. \$28,130

| | 180 | 203 | 225 | 248 | 270 | 293 | 315 |
|------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 0 0 | 43,414.00 | 45,159.00 | 46,904 00 | 48,649 00 | 50,393 00 | 52,138 00 | 53,883 00 |
| 0 5 | 44,287.00 | 46,031.00 | 47,776.00 | 49,521 00 | 51,266 00 | 53,011 00 | 54,755 00 |
| 1 0 | 45,159 00 | 46,904 00 | 48,649 00 | 50,393 00 | 52,138 00 | 53,883 00 | 55,628 00 |
| 1 5 | 46,031 00 | 47,776 00 | 49,521 00 | 51,266 00 | 53,011 00 | 54,755 00 | 56,500 00 |
| 2 0 | 46,904 00 | 48,649 00 | 50,393 00 | 52,138 00 | 53,883 00 | 55,628 00 | 57,373 00 |
| 2 5 | 47,776 00 | 49,521 00 | 51,266 00 | 53,011 00 | 54,755 00 | 56,500 00 | 58,245 00 |
| 3 0 | 48,649 00 | 50,393 00 | 52,138 00 | 53,883 00 | 55,628 00 | 57,373 00 | 59,117 00 |
| 3 5 | 49,521 00 | 51,266 00 | 53,011 00 | 54,755 00 | 56,500 00 | 58,245.00 | 59,990 00 |
| 4 0 | 50,393 00 | 52,138 00 | 53,883.00 | 55,628 00 | 57,373 00 | 59,117 00 | 60,862 00 |
| 4 5 | 51,266.00 | 53,011.00 | 54,755 00 | 56,500 00 | 58,245 00 | 59,990 00 | 61,735 00 |
| 5 0 | 52,138.00 | 53,883 00 | 55,628.00 | 57,373 00 | 59,117 00 | 60,862 00 | 62,607 00 |
| 5 5 | 53,011 00 | 54,755 00 | 56,500.00 | 58,245 00 | 59,990 00 | 61,735 00 | 63,479 00 |
| 6 0 | 53,883 00 | 55,628 00 | 57,373 00 | 59,117 00 | 60,862 00 | 62,607 00 | 64,352 00 |
| 6 5 | 54,755.00 | 56,500 00 | 58,245.00 | 59,990 00 | 61,735 00 | 63,479.00 | 65,224 00 |
| 7 0 | 55,628 00 | 57,373 00 | 59,117.00 | 60,862 00 | 62,607 00 | 64,352 00 | 66,097 00 |
| 7 5 | 56,500.00 | 58,245 00 | 59,990 00 | 61,735 00 | 63,479 00 | 65,224 00 | 66,969 00 |
| 8 0 | 57,373 00 | 59,117 00 | 60,862.00 | 62,607 00 | 64,352 00 | 66,097 00 | 67,841 00 |
| 8 5 | 58,245 00 | 59,990 00 | 61,735 00 | 63,479 00 | 65,224 00 | 66,969 00 | 68,714 00 |
| 9 0 | 59,117 00 | 60,862 00 | 62,607 00 | 64,352 00 | 66,097 00 | 67,841 00 | 69,586 00 |
| 9 5 | 59,990 00 | 61,735 00 | 63,479 00 | 65,224 00 | 66,969 00 | 68,714 00 | 70,459 00 |
| 10 0 | 60,862 00 | 62,607 00 | 64,352 00 | 66,097 00 | 67,841 00 | 69,586 00 | 71,331 00 |
| 10 5 | 61,735.00 | 63,479 00 | 65,224 00 | 66,969 00 | 68,714 00 | 70,459 00 | 72,203 00 |
| 11 0 | 62,607 00 | 64,352 00 | 66,097.00 | 67,841 00 | 69,586 00 | 71,331.00 | 73,076 00 |
| 11 5 | 63,479 00 | 65,224.00 | 66,969 00 | 68,714 00 | 70,459.00 | 72,203 00 | 73,948 00 |
| 12 0 | 64,352 00 | 66,097 00 | 67,841 00 | 69,586 00 | 71,331.00 | 73,076 00 | 74,821 00 |